

EQUAL EMPLOYMENT OPPORTUNITY (EEO) PROGRAMS

1401

(No. 31 January 2015)

[Government Code §19790-19799](#)

California has one of the most diverse populations in the United States. Accordingly, the Department of Forestry and Fire Protection (CAL FIRE) strives for a workforce reflective of this diversity and a work environment free from discrimination.

To remedy discriminatory attitudes, behaviors and practices, positive counter measures were necessary in the past. For this reason, equal employment opportunity (EEO) programs were established and designed to ensure that qualified minorities, women, and disabled persons are allowed access to and participation in those institutions that historically have not made programs available to these groups. EEO programs are those specific employment practices taken to ensure that discrimination does not occur; employment practices and working conditions allow for a fair and equitable representation of all persons by ethnicity, gender, disability, etc. and employee actions taken by representatives of an employer are based solely upon merit.

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